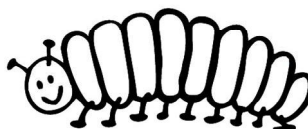
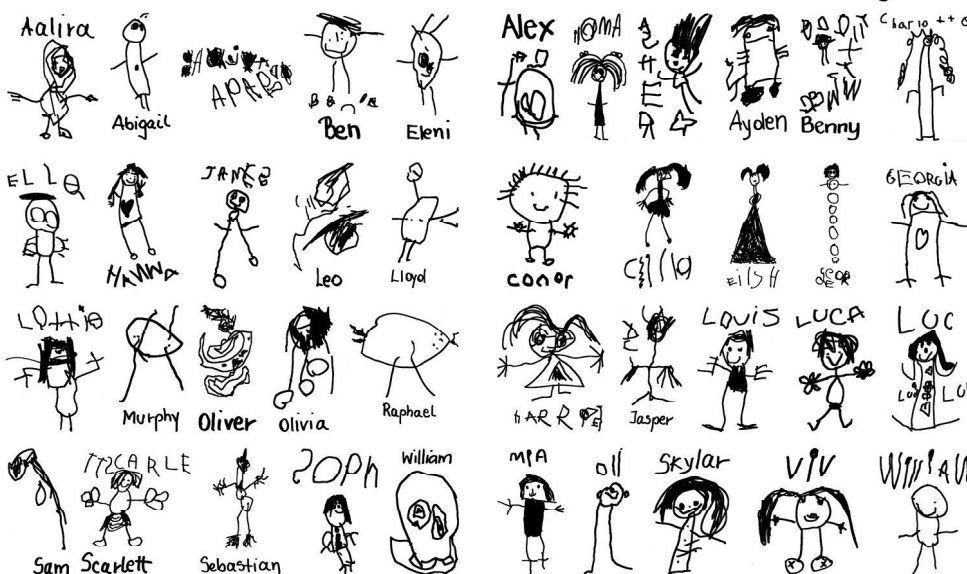


18 Dundas Place Albert Park VIC 3206 | Tel: 03 9209 6379 | [www.albertparkkinder.com.au](http://www.albertparkkinder.com.au)

Our Mission	3
Our Purpose	3
Our Philosophy	4
Our Health Charter	5
Our Committee	6
Our Staff	7
Our Group Reps	7
President's Report	8
Treasurer's Report	12
Administration Report	13
Teaching Staff Reports	14
Our Ongoing Learning	19
Our Commitment to Balibo	20
Our Key Partners	21
Our Community Supporters	22
Appendix	23
Media Article: - Preschool Matters 2018	
Media Article: - Sustainability Awards 2018	
Media Article: - Seedlings 2018	

## Kangaroos



**ALBERT PARK**  
Pre-School 2018



## Wombats





## Our Mission

The Albert Park Preschool Centre Inc is committed to providing a quality Kindergarten program which meets the needs of our children and their families.

We believe that our Kindergarten is a unique and individual place. We, therefore, deem it important to preserve the individuality of all children both for their own happiness and for what they can contribute to society.

## Our Purpose

In relation to children, the Albert Park Preschool Centre Inc is committed to:

1. Fostering and maintaining the development of the educational, emotional, social and physical well-being of all children.
2. Developing in children: creativity, honesty, tolerance, consideration, sharing, caring, enjoyment, self esteem, independence and an inquiring mind.
3. Providing a stimulating and safe environment in which children are encouraged to take on new challenges and new learning with confidence.
4. Providing a program for individual children that gives them a wide variety of activities, experience and events.
5. Meeting children's individual needs with flexibility.
6. Encouraging and assisting children to feel that they belong to the group.
7. Developing attitudes towards equity and social responsibility.
8. Addressing issues such as our membership of a multicultural society, our responsibility for the environment and the various qualities that children will need to live satisfying and full lives.

---

*“It’s a little Kinder with a big heart”*

---

In relation to the families, the Association is committed to:

1. Encouraging interaction and friendships between children, their families and staff.
2. Providing a forum for discussion on all matters of interest.
3. Encouraging and assisting in the dissemination of information about Preschool development and education to families of young children.

The Committee of Management is committed to:

1. Providing ongoing communication between the members of the Committee of Management and the Association.
2. Providing effective management.
3. Taking over the assets, liabilities and functions of the Incorporated Association known as the Albert Park Preschool Centre
4. Working towards achieving these goals in accordance with all the relevant State and Federal Statutes and Regulations.



## Our Philosophy

Along the meandering path of childhood, children find joy in great and small things. In childhood, children become aware of the wonder of life and the incredible marvel of being human.

In the presence of others, among gentle, smiling people, children discover lovely surprises each day. To learn self-control, to develop honesty and integrity, to grow in empathy and become a happy, caring human being, a child needs time and space to play.

Children are at the centre of their learning, discovering the pleasure of independence through encounters with people in supportive, respectful environments.

Learning takes place when ideas, concepts and theories are shared with others.

To clearly see, to absolutely hear, to truly feel, children need clarity, acceptance and generosity from their teachers and parents. Children grow upward and outward through action and joy towards friendship, happiness and the discovery of the unknown.

### At Albert Park Preschool we believe:

Young children learn best through play, that play is life and that life is learning.

Children learn when they are free to explore, to make choices, to develop interests and construct their own identities and understandings of the world.

Children are motivated to learn when they and their families are accepted and respected.

Children learn best when they feel valued socially, emotionally and intellectually.

Children develop positive dispositions towards learning through supportive interactions with adults and peers.

Creativity emerges when children are given the time and space to freely explore the world around them in an atmosphere of mutual trust.

Children benefit from a connection to Nature and can help lay the foundations for a happy, healthy, sustainable future for our community.

### Our view of the child

We view the child as a competent individual seeking understanding of the world and their place in it.

We see children as individuals capable of devising creative ways of knowing, understanding and making connections and meaning.

We see each child as a unique identity dependent on relationships and a sense of belonging to others.

### Our hope for the future

We hope for an Australian future of compassionate and educated citizens who have equal opportunities to contribute to and engage happily with all facets of life.

We hope to develop in our young children a strong sense of identity and a sense of belonging to a diverse community.

We hope that children develop strong dispositions for learning throughout their lives and that they will be happily engaged, socially functional, optimistic, curious and resilient into adulthood.

---

*“Young children learn  
best through play”*

---

## Our Health Charter

At Albert Park Preschool Centre we believe in the wonder of life and the incredible marvel of being human.

### Our Vision:

We strive to create a welcoming, caring, safe and supportive environment that assists all members of the Kindergarten community to experience "health" - defined by the World Health Organisation as a "State of complete physical, mental, and social wellbeing, and not merely the absence of disease or infirmity." We embrace a "whole of centre" approach to the promotion of health and wellbeing, along with adopting a holistic approach to all aspects of health.

### To become a health promoting Kindergarten we are committed to working together to:

- encourage and support healthy lifestyles for children, staff, families and the community in which we live and play.
- set clear goals around our vision to be a health promoting Kindergarten that are developed in partnership with our community and pursued collaboratively.
- engage children, families and staff as active participants in the promotion of health and wellbeing
- encourage staff and families to be positive role models for healthy choices and lifestyles
- support children to engage physically, mentally, emotionally and socially with their surroundings, peers and teachers.
- provide children with the tools and techniques to develop emotional literacy, accept and navigate challenge, and be optimistic, curious and resilient into adulthood.
- incorporate opportunities for physical activity, mindfulness and learning about healthy choices into the planning of program that empower children to take action to enhance their health and wellbeing.
- provide an environment that supports and encourages healthy choices and lifestyles, provides opportunity for calm and quiet, and complements health messages delivered in the program.
- celebrate the beauty in our natural environment, clean air, fresh water, the growing of food and our interconnection with nature.
- ensure staff, children and families are supported to access resources, tools and training to enhance their knowledge, compassion and capacity to promote health and wellbeing.
- build partnerships with local health professionals, services and the wider community to enhance health promotion capacity.
- ensure all our policies and procedures support and reflect the values contained within this Health Charter.
- identify boundaries to the delivery of health promotion and supporting each other to overcome them with a commitment to ongoing improvement.

### Our Commitment:

Albert Park Preschool Centre is committed to ensuring this charter is visible in the day-to-day practice of our Kindergarten. We are committed to ensuring respect, fairness and equality are promoted and modelled, and a sense of belonging is fostered for all.

### We believe:

- that creating a healthy Kindergarten will improve health and wellbeing outcomes for all members of our community both now and in the future.
- that children are competent and capable and can appreciate the importance of their own health and wellbeing – and others - when they see the values of health, wellbeing and respect modelled at home, at Kindergarten and in the general community.
- that creating a healthy Kindergarten will support children to have the best possible start in life, helping them to flourish, and to contribute to a happy, healthy, sustainable future for our community.

---

*“We believe in the  
wonder of life and the  
incredible marvel of being  
human”*

---



## Our Committee

In 1996, after many years of being Council operated, the Kindergarten was placed under voluntary parent Committee of Management. This means that each year the Kindergarten is governed by a Committee made up of parents who work closely with staff to manage the Centre, plan for the future and support our goals as a service.

This partnership with families in the running of the Kindergarten helps connect us to our community and ensures the views and values of families and children are always considered when making decisions.

We would like to sincerely thank the following parents who generously volunteered their time, knowledge and skill to serve our community on the Albert Park Preschool Committee of Management in 2018:

**President:** Rowena Treseder

**Vice-President:** Sophie Fetterplace

**Secretary:** Simone Rouse

**Treasurer:** Thomas Fischer

**General Member / Communications:** Miranda Schuppan

**General Member / Fundraising & Social Coordinator:** Caja Gilbert

**General Member / Health, Safety & Wellbeing:** Louisa Corke

**General Member / Environment:** Lucy Wilk (Term 1)

---

*“Our Kindergarten  
belongs to our  
community”*

---

## Our Staff

### Management

**Administration Director:** Jenny Whelan

### Teaching Staff

**Nominated Supervisor / Educator W Groups / Health & Safety Officer:** Janice Vissaritis

**Educational Leader & Teacher K Groups:** Angela Fabian

**Teacher W Groups / Wellbeing & Cultural Leader:** Cynthia Salim

**Educators K Groups:** Sally Knorr & Kristy Lancaster

**Internal Relief Staff:** Emily McNamara | Jacinta Walker

## Our 2018 Group Reps

Our sense of community is supported by the wonderful work of our Group Reps who help to support families to feel a sense of belonging at Kinder by organising a range of social activities throughout the year.

We would like to sincerely thank the following parents who have supported the Kindergarten in the role of Group Rep this year:

**Group Rep 3 yr old Koalas:** Kirsty O'Loughlin

**Group Rep 3 yr old Wallabies:** Belinda Cowell

**Group Rep 4 yr old Kangaroos:** Kelly Humphries & Antoinette Ferrari

**Group Rep 4 yr old Wombats:** Sarah Hughes & Vanita Furness & Corri McKenzie & Olivia Johnson





*“Families have always played an important role in contributing to the success of the Kindergarten”*



## President's Report | Rowena Treseder

Welcome and thank you for sharing 2018 with us at Albert Park Preschool.

My name is Rowena and I am the President of the volunteer Committee of Management.

Our Annual General Meeting provides the opportunity for us to look back on the year that was. Within the pages of this Annual Report are the many highlights we have achieved together. Throughout 2018 we have continued to strengthen and grow.

As an organisation we are committed to providing the highest standards of early childhood education and making a positive contribution to our community. This work has been recognised by the Education Department on their recent Assessment & Rating visit with the awarding of an overall rating of “Exceeding” rating along with an Exceeding rating across all 15 National Quality Standards (NQS) and all 7 Quality Areas. This is an outstanding achievement for our Kinder, and a testament to the energy and commitment of the staff who applied their expertise and in-depth understanding of the National Quality Framework (NQF) to navigate the distance from the previous Assessment in 2014 until now. All this could not be possible without the support of families and community partnerships that continue to strengthen the Kindergarten into the future.

### Our key goals in 2018

We are grateful to the Committee of 2017 for the work undertaken to plan key aims and objectives for 2018. Three key goals were identified as part of this process, and resources were allocated to place the Kindergarten in the best possible position to achieve them.

Our key goals in 2018 that were carried forward from 2017 were:

- Towards Energy Neutral
- Continuing our participation in the Healthy Together Achievement Program
- Pursuit of excellence

In addition to ensuring resources are allocated effectively to support the pursuit of these goals, the 2018 Committee has focused on undertaking a comprehensive analysis of risk, reviewing Committee member handover processes and strengthening the understanding and provision of good governance of the service. This work culminated with the development and introduction of a Good Governance statement that may be accessed on our website at the following link:

<http://www.albertparkkinder.com.au/resources/goodgovernance.pdf>

Special thanks to our Communications Rep on Committee, Miranda Schuppan, who was responsible for developing the statement on behalf of the Committee. We would also like to acknowledge the City of Port Phillip whose good governance resources guided our work.

Special thanks also to our Committee Treasurer, Thomas Fischer, who led our risk assessment process and our Health & Wellbeing Rep on Committee, Louisa Corke, who acted as the Employer representative for WorkSafe OH&S purposes. Louisa has overseen a significant strengthening of practice on behalf of the Committee to fulfil its obligation to provide staff a safe workplace. This work culminated in the introduction of a new policy that seeks to further protect staff from physical and psychological hazards in the workplace.

Thanks to the combined efforts during the past 3-year period, 2018 will be recorded as the year of greatest success in terms of achieving our top three long-term goals and we are very proud to share with you our progress.

### Caring for our world | towards energy neutral

At the final Committee meeting in 2017, the team voted to allocate the funds necessary to install the second and final stage of our solar panel installation. This took place in January during the school holidays. Raising the necessary funds to cover the cost of the panels was made possible through our ongoing partnership with Bunnings who gave us the opportunity to host an additional sausage sizzle at their Port Melbourne store in March.



## President's Report

Following the installation of the solar panels our monthly reports turned from a red bottom line to a green one indicating that we had achieved our goal of becoming the first energy neutral Kindergarten in the City of Port Phillip. As the sun made its way behind the clouds in May, we slipped back into the red, but thanks to the generosity of Council, this was short term. In June, Council supported our goal by installing a solar hot water service, replacing light fittings with energy saving LEDs and connecting four solar batteries to our solar panel system. As a result, we were able to disconnect the gas service at the Kindergarten which takes us a giant leap towards Council's new goal for us which is to be the first officially accredited carbon neutral Kindergarten in Australia in 2019.

The Kindergarten's significant achievements with regard to environmental responsibility in 2017 formed the basis of entry into the 2018 Premier's Sustainability Awards and we were very proud to have been selected as one of only three finalists in the Education Category. Our sustainability story was further shared and celebrated as part of the 2018 Gasworks Arts Park *From Nature* exhibition which featured a beautiful array of butterflies made by the children to symbolise that small changes can make big differences in terms of caring for our world. Congratulations to everyone involved. These achievements have been possible thanks to the support of Committee, staff, families and members of the broader community, all of whom we celebrate in our Annual Report in the pages to follow.

### Caring for each other | healthy together

For the past three years, a team approach has overseen our participation in the Healthy Together Achievement Program (HTAP) and I am proud to announce that we have now completed this endeavor and achieved the Kindergarten's goal to become officially accredited as a "healthy" early childhood service. I would like to sincerely congratulate everyone who has been involved in the HTAP since 2015 and acknowledge some of the actions that resulted from our participation, the benefits of which remain embedded in our service:

- Introduction of a Health Charter to complement our Centre Philosophy
- Regular walking tours in our local community
- Introduction of our annual family sports day
- Additions to the Kindergarten environment including a range of OH&S improvements such as acoustic panels and adult chairs in the room that descend to child level
- All staff successfully completing the Mental Health First Aid accreditation resulting in the Kinder being awarded gold level status as a mentally healthy workplace
- Runner Up 2016 WorkSafe Awards category of Commitment to Workplace Health & Wellbeing
- Ongoing advocacy and sharing of our story to inspire the practice of others

### Caring for community | pursuing excellence

The pursuit of excellence is guided by Government and is a primary aim of all early childhood services. On a 3-year cycle, early childhood services are subject to an Assessment & Rating process delivered by the State Education Department that involves a comprehensive review of our Quality Improvement Plan (QIP) and an on-site visit to observe and discuss practice. Our 3-year Assessment & Rating visit was conducted on Monday 22 October.

We are very proud to confirm that we have received the highest rating possible on an Assessment & Rating visit which is Exceeding across all seven areas of quality and this will be published on the National Register in November 2018. Services that exceed in all levels qualify to apply to the Australian Children's Education and Care Quality Authority (ACECQA) for recognition as a service of excellence and this will be one of the goals for 2019. ACECQA is the national authority established under the National Law and you can learn more about this process at <https://www.acecqa.gov.au/>

We are committed to the ongoing pursuit of excellence by supporting a feedback culture within our Kindergarten, not least so that we continue to be an integral part of our broader thriving community.





## President's Report

### Events & fundraising

Our Fundraising & Social Sub-Committee events led by Caja Gilbert were responsible for helping to raise more than \$13,500 this year - a fantastic result! Congratulations to everyone involved. The support of families and community with regard to our fundraising efforts has enabled the Kindergarten to continue to grow. Our volunteers are simply amazing. Monies raised from our fundraising/social events contribute to ongoing improvements in our Kindergarten environment and Program.

#### **Term 1: Sausage Sizzle for Solar | Family Sports Day**

A special thank you to Bunnings who granted us an additional sausage sizzle opportunity on Sun 4 March to fund our solar panel installation. We have a reputation as being one of the tastiest sausage sizzles thanks to the meat and onions having been donated to us by Andrews Hamburgers. Special thanks again to the Mitropolous family for their generosity and directly helping us to raise \$1935. Thanks also to all the volunteers on the day that made this possible.

Our Family Sports Day and Easter Egg Hunt was held on Sunday 25 March. Our sincere thanks to Galilee Primary School for donating the use of the school grounds and to George's mum, Jess Conway, for making that happen. A big thank you to Caja Gilbert and her fundraising team for organising and executing this event and to Sarah Hughes for hosting the sporting activities. It was a great day and fun for all. We must also pass on our gratitude to the Easter Bunny for arranging the Easter Egg Hunt. Thanks to the support of our families and the effort put in to organising, this event that was intended to be purely fun and social actually raised \$505.

#### **Term 2: Cake Stall**

Our annual Cake Stall outside Husk has been happening for as long as anyone can remember on the Saturday prior to Mother's Day. Thank you so much to the busy bakers and helpers who helped raise just over \$4000. Thank you also to our local MP, Martin Foley, who came drew the raffle. We were also fortunate to have the support of our community. Special thanks go out to Cayzer Real Estate and Husk. Thanks also to the many local businesses who contributed items to the hampers.

#### **Term 3: Bunnings Sausage Sizzle**

Our annual Sausage Sizzle at Bunnings in Port Melbourne was held on Sunday 29 July. Another great success, we extend our gratitude to the many helpers who sizzled and sold sausages from the early morning until the late afternoon. Special thanks once again to Andrews Hamburgers and the Mitropolous family for donating the sausages and onions and directly helping us to raise \$2150. Thanks also to Mark Vassarotti who took on the role of organising the roster. He's a champion!

#### **Term 3: Social Night, Disco & Auction**

Our Social Night is intended to put the "fun" into fundraising and this year was no exception. Held at Bell's Hotel on Friday 31 August, this event featured a "What did you want to be when you grew up" theme with music provided by DJ Dan, catering produced by the Water Rat Hotel and our Silent Auction made possible by the generous donations from local traders. Another highlight was the sale of the children's class canvasses. Thank you also to everyone who invested time and energy in sourcing goods and services for the silent auction. A complete list of all our supporters can be found on Page 22 of the Annual Report. This event raised approximately \$4000 thanks to the extraordinary organising efforts of Caja Gilbert and Kristy O'Loughlin. Thank you so much for making this night such a success.

### Our committee

It has been a pleasure to be the President of such a passionate and skilled group of people working together to achieve the best possible outcomes in the interests of the children and our organisation as a whole. I would like to personally thank each of the parents who has served on the Committee of Management this year. It takes a lot of time, passion and dedication for which I am truly grateful. Every year we strive to provide good governance and support the organisation to achieve its goals. Thank you for your hard work and commitment throughout 2018.





## President's Report

I would like to add a special thanks to outgoing member, Sophie Fetterplace, who has taken out the honour of longest serving Committee member at the Kinder having first joined in the role of Vice President at the 2010 AGM. There have been a number of members in the past who have clocked 6 years of service, but nobody made it quite as far as Sophie has! Sophie has generously volunteered her time, skills and expertise to the Kindergarten and has made a significant contribution to policy development during the past eight years. She has been a dedicated supporter of the Kindergarten and ever-present at fundraising events. She will be missed at the Committee (as well as the yummy baked treats she brings to our meetings)! Sophie is stepping down from the Committee but will be a valued mentor in 2019 when the Fetterplace family's fourth child, Tess, will be completing her final year at the Kindergarten. Heartfelt thanks to you Sophie for your contribution over many years of service to the Kinder.

### Our staff

Our annual family survey repeatedly tells us that families believe the quality of our staff to be one of the best things about Albert Park Preschool. As their employer, the Committee believes this wholeheartedly too. We view attracting and employing the best staff as key to the success of the Kindergarten. Our staff model is one of distributed leadership that recognises the range of skills and experiences that each individual member of staff brings which in turn helps to embed robust processes and practice across the organisation.

On behalf of the Committee, I would like to thank all our staff for their dedication and commitment throughout the year. 2018 also marks Janice Vissaritis' 22nd year at the Kindergarten. A very special achievement indeed! Congratulations Janice and thank you for the positive contribution you have made in the lives of hundreds of families. I would also like to congratulate Cynthia Salim who this year received Early Childhood Australia's highly prestigious Barbara Creaser Award. This Award acknowledges the significant contribution Cynthia has made in terms of strengthening values of diversity and inclusion both within the Kinder and broader community.

### Our friends in Balibo

In 2018 we have continued our commitment to advancing the education of children in East Timor. This year we donated \$1500 to Balibo House Trust bringing our financial support during the past six years to a total of \$10,500. We are pleased to support the children of Balibo and you can read more about the wonderful work of the Balibo House Trust on page 20 of the Annual Report.

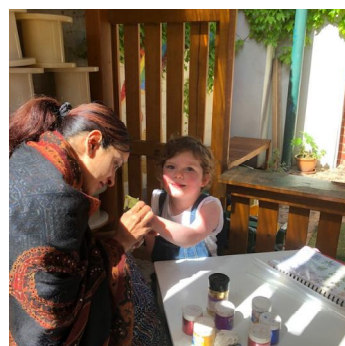
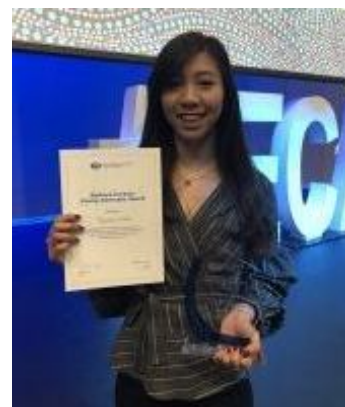
### Our key partners

We are very fortunate to have a number of key partners whose support of the Kindergarten ensures we continue to thrive. On page 21 of the Annual Report we acknowledge three people who have made a significant contribution to helping the Kindergarten achieve its goals in 2018: Tracey Margieson; John Milkins and Jaeden Williams. We sincerely thank them for their support along with the organisations and individuals who continue to champion early childhood education and contribute to our success listed on page 22 of the Annual Report.

### Our wonderful community

Finally, thank you to all our families for your contribution. Families have always played an important role in contributing to the Kindergarten's success. I want to acknowledge our fabulous class representatives who are integral to building life-long friendships among families and to helping us all feel welcome through the social get-togethers they organise throughout the year. And thanks to the parents who rolled up their sleeves to support our annual Spring working bee and those who helped shape the future of our Kindergarten by attending our annual family focus group.

To the outgoing Committee members, thank you so much for your support and your service. To our incoming Committee members, thank you for contributing your time and energy to the governance of this very special place. To those families moving on to Primary School and leaving your Kinder days behind, we wish you all the best and thank you for choosing Albert Park Preschool to be such an important part of your child's learning journey.





## Treasurer's Report | Thomas Fischer

### Profit & Loss

#### Pre-fundraising

Albert Park Preschool Centre is a not-for-profit incorporated association and registered charity. During the year to 30 September 2018, the Albert Park Preschool made a net profit pre OTHER INCOME & OTHER EXPENSE of \$20,853 (2017 loss of \$-13,545). This profit figure exceeded budget expectations and has been primarily attributable to a significant adjustment to the Employee Entitlements Account of \$12,014.

#### Post-fundraising

During the year to 30 September 2018, the Albert Park Preschool made an overall net profit of \$33,243 including OTHER INCOME & OTHER EXPENSE (2017 loss of \$-2313).

Total income\*\* of \$386,804 was higher than 2017 (\$366,585) with total expenses\*\* of \$353,561 lower than 2017 (\$368,899).

Principal sources of income were:	2018 \$	2017 \$
Fees	\$191,001	\$178,040
Subsidies & council grants	\$178,595	\$166,436
Fundraising (gross)	\$14,958	\$14,195
Sundry Income (eg. Interest)	\$2,250	\$7,913

Total fee income was higher due to the net impact of an increase in both 3 and 4 year old fees. Income from government subsidies and grants was higher than prior year due to an increase in Government funding along with successful application for 2 separate grants. Fundraising continues to enjoy a very successful outcome. Sundry Income is significantly lower in current year as compared to prior. The 2017 figures reflect an extraordinary donation from Community Carbon Cops of \$4,846.

The decrease in operational expenses is largely attributable to decreased staff costs resulting from two extraordinary items - the adjustment to employee entitlements and a WorkCover refund.

### Balance Sheet

Cash at bank/term deposits moved to \$108,971 (2018) from \$88,836 (2017).

Current liabilities \$55,514 in 2018 from 2017 \$57,191.

As at 30 Sept 2018 the Net Asset Position of the Albert Park Preschool was \$174,989 from \$141,746 in 2017.

### Thomas Fischer | Treasurer | Albert Park Preschool

**\*\* When relating the above figures to the Auditors report, please note that:**

TOTAL Income = "Income" plus "Other Income"

TOTAL Expenses= "Expenses" plus "Other Expense"

## Administration Report

### Our Administration Director | Jenny Whelan

My name is Jenny and I am the Administration Director at Albert Park Preschool. I work closely with Committee and staff to support the Kindergarten to achieve its purpose and vision. My role includes centre coordination, staff management, communications, enrolments, and leading the development of policy and quality at the Centre (we call it minding our Ps and Qs!). Included in my role is the responsibility to support Committee to make fully informed decisions, and ensure those decisions are carried out in the day to day management of the service.

Curiosity is one of our core values at Kinder and we love curious questions! The question I am asking myself as I write this is “Where did the year go?”! Lifelong learning is another key element of our practice and it is wonderful to have this time as we approach the end of the year to reflect on the distance travelled. Everything we achieve at the Kinder we achieve as a team. Our goals are our dreams on paper and we like to “dream big”!

2018 will go on record as one of our most successful years at the Kinder. This year our 3 big goals that were part of a 3 year plan captured in our Quality Improvement Plan (QIP) were all achieved. Over the course of the year we attained energy neutrality, completed the final stages of the Healthy Together Achievement Program, and most recently, our pursuit of excellence was rewarded with an Exceeding rating issued by the Education Department. These goals would have been out of reach if not for the ongoing support provided by families and community. Such partnerships are at the heart of our continuous strengthening as a service and most importantly, are key to supporting the best possible outcomes for your children. To achieve a rating of Exceeding across all 15 National Quality Standards is the highest measurement that can be received on an Assessment & Rating visit and resulted in Exceeding ratings being applied to all 7 Quality Areas:

QA1: Program and Practice	QA2: Children's Health & Safety
QA3: Physical Environment	QA4: Staffing Arrangements
QA5: Relationships with Children	QA6: Partnerships with Families & Communities
QA7: Governance & Leadership	

It was a proud honour for me to share the Kinder's story as a key part of the Assessment process. Many of our 2018 highlights were recorded by the Assessor in the course of the interview such as the recent Butterfly Effect exhibit at Gasworks, being a finalist in the 2018 Sustainability Awards and presenting the plenary panel case study at the 2018 Together We Grow Early Childhood Conference. The Kindergarten fulfilling its ethical responsibility to advocate and share best practice with others for the benefit of all children was a feature of our report. I would like to congratulate and acknowledge the dedication and effort of all staff both past and present in achieving this outcome. An Assessment & Rating process visit takes place every 3 years and reflects on evidence compiled over the course of that time to ascertain that exceeding practice has been embedded across the service throughout that period. Whilst the official accreditation of Exceeding begins now, the reality is that the exceeding practice and its three underpinning themes of community partnership, critical reflection, and consistency of practice, have been present in the Centre for some time.

I am sincerely grateful to the Committee and staff for their ongoing support and dedication to decisions made in the best interests of children. I feel very privileged to be able to witness from such close proximity the difference the staff make in the lives of children and families every day. My gratitude also to our wonderful group reps and to our many volunteers and partner organisations that continue to make a great contribution to the Kindergarten's success.

I'm looking forward to the year ahead and the next steps on our journey to continuously strengthen the quality of the Kindergarten. The Kinder will always hold a special place in my heart. It was my husband's Kinder and our daughter's Kinder and my hope for all families who spend time here is that they will make memories and friendships to cherish for life just as we did.

Thank you again, and wishing you all much festive cheer and the happiest of New Years.




---

*“Everything we achieve  
at Kinder  
we achieve as a team”*

---



*Jenny  
Aged 4*





## Staff Leadership Reports

### Our Nominated Supervisor & W Group Educator | Janice Vissaritis



*“We continue to look out for ways to strengthen our approach to health and safety ”*

My name is Janice and I fulfil the leadership roles of Nominated Supervisor and Health & Safety Officer at Albert Park Preschool in addition to Educator of the W groups. As Nominated Supervisor, I have a range of responsibilities related to the day-to-day operation of the service including ensuring educational programs meet requirements and children are adequately supervised and protected from harm. This role extends to ensuring that staff, families and any person attending the service are also adequately supervised and protected from harm. Supporting the wellbeing of all who come in contact with our service is a core value at the Kindergarten.

We continue to look for ways to strengthen our approach to health and safety and in 2018 we achieved great success with our health and wellbeing initiatives. These efforts have been rewarded with our recent completion of the Healthy Together Victoria Achievement Program and our Exceeding rating at Assessment across all National Quality Standards and Quality Areas. These achievements are the result of much preparation and hard work and we can be proud of what we have achieved together. I would like to acknowledge the efforts of the wonderful staff and committee members whom I have the great pleasure to work with in daily practice.

### Healthy Together Victoria

The completion of the Healthy Together Achievement Program (HTAP) is the culmination of three years work across the service and in partnership with community. We will now be officially recognised as a “Healthy” service and signage for the front fence will be arriving shortly. We undertook the HTAP from a staged approach prioritising the areas that would deliver the best possible outcomes for children and families and targeting completion of two badges per year:

**2016: Physical Activity | Mental Health & Wellbeing**

**2017: Healthy Eating & Oral Health | Safe Environments**

**2018: Sun Protection | Tobacco Control**

Our participation in the HTAP has significantly influenced our practice and will continue to do so as we promote our learning. Highlights of this year included all staff completing Mental Health First Aid training and the upgrade of the Kinder room lighting to energy efficient LEDs with dimmer switches to support staff to set the mood for the room with great benefit to noise and calm control.

### The Child Safe Standards

The introduction of the Child Safe Standards continues to influence our practice and supports our ongoing aim to ensure children are happy, safe and learning when they are at Kindergarten and on excursion. This year we reviewed and strengthened our Risk Assessment processes for excursions.

### Our Health & Safety Goals in 2019

In 2019 our health and safety focus will shift towards maintaining the exceeding practice we have built together and strengthening further by undertaking a full assessment of our environment and resources. Our all-of-staff review will support us to identify other elements we seek to strengthen. Other actions in 2019 will be the review of our Health & Safety policies to take up learnings from our completion of the HTAP.

### In Reflection

A special thank you to Zora Marko from Early Learning Association Australia (ELAA) who continues to visit us onsite to mentor and guide our OH&S practices. It is through our partnerships with ELAA, Reggio Emilia Australia, Eat for Life and others that we continue to support our safety messages and teach children about how to keep everyone happy and safe at Kinder.

Thank you to all families for your support throughout the year and I wish everyone a happy new year in 2019.



Janice  
Aged 4

## Staff Leadership Reports

### Our Educational Leader | Angela Fabian

My name is Angela and I am the Educational Leader (EL) & Teacher of the K Groups at the Kindergarten. In my role as EL I am responsible for leading the development of program and teaching practice and setting clear goals and expectations around the Program. What a truly amazing year we have had at Albert Park Kinder!

### Our Partnership with Reggio Emilia Australia

Our partnership with Reggio is strengthening each year. We have been fortunate to have Karen from Reggio work with us in a mentoring capacity. This has inspired our practice and strengthened both educator and family understanding of the Reggio Emilia Approach. Karen also attended our annual Family Focus Group and 3-year-old information night as guest speaker, helping our families to understand why we do what we do and that children are at the centre of our approach.

### The Welcome Project | Capturing the Children's Voices

Project work is a key theme of the Reggio Emilia Approach and this year all groups embarked on our "Welcome Project". We explored the meaning of 'welcome' asking "What does welcome mean to us?". We used different forms of documentation of learning and introduced different mediums to support this project, which generated rich learning opportunities.

The children began by wondering, then devising and formulating their thoughts and experiences and slowly constructing their understanding around the meaning of 'welcome'. We invited families and children to share with us the places in our community where children feel welcome.

As we progressed with our research, the children began to look at the representation of 'welcome' through secret codes. We built a central question for children and families to reflect upon:

**"What does 'welcome' look like for the new children and families?"**

An outcome of our project will be the creation of a book of welcome to introduce our "Caterpillar Kinder" to new children and families from the children's perspective and in their words.

The children told us:

*"I know what welcome means! It means you welcome someone into something that they want to do!"*

*"Let's sing and smile. Let's wave and let's say hello."*

Families also shared their perspective, telling us that welcome can mean "a big hug after work", "a nice dinner", "candlelight", "a bell at the door", "bringing flowers".

### Our Lifelong Learning

We had the pleasure of welcoming Rosemary Cosentino, the new Principal of South Melbourne Park Primary School, to our 4-year-old information night to talk about how we can all best support the transition to Primary School for our children.

Earlier in the year we also had the pleasure of engaging early childhood expert, Jo Lange, to deliver her "Bringing Out The Best In Our Children" presentation, giving insight and a 'real life' perspective into the factors that influence behaviour and the strategies that can help support children's learning and development.

Our practice is informed by critical reflection. It helps us build on our current practice by asking essential questions in relation to our actions, environment and learning experiences. Critical reflection helps us better understand **why** we choose to do things and **how** theories and perspectives inform our approach towards teaching and learning. To foster this we always explore new research and continue our own lifelong love of learning. In 2018, all staff have successfully completed and exceeded our PD requirements for the year. We hosted four students on placement, which provided us great opportunity for new insights.




---

*"Critical reflection helps us better understand **why** we choose to do things and **how** theories and perspectives inform our approach towards teaching and learning."*

---



*Angela  
Aged 4*





## Staff Leadership Reports

### Our Educational Leader | Angela Fabian (continued)

We introduced new pedagogical tools to support children's learning and critical reflection such as the "Wow Board" in the room and our "Curious Questions" approach on StoryPark, both of which make our Program more visual and inclusive. These tools support, empower and give agency and responsibility to the children, families and staff. Last but not least, they reflect our ongoing commitment to strengthen our Program and instil a lifelong love of learning.

#### The Environment as Third Teacher

I believe we provide an excellent learning environment for children's complete development that is not only stimulating, but serves as a "Third Teacher" which is one of the essential elements of our Philosophy, Program and the Reggio Emilia Approach. We seek to validate and invite the 100 languages of children. Our environment is an invitation to learn and be curious through open-ended play experiences that support all children to progress and succeed. Learning through play is a powerful learning tool as it invites all children to make their own discoveries through exploration and manipulation of materials and the learning experiences provided. In our Program the focus is not on the end product, but on the process of learning that takes place through this journey of discovery and curiosity.

We support and encourage children to be responsible for the learning environment. Our environment supports children to feel a sense of belonging to both the group and the community as a whole. Environmental awareness is embedded in our Program and I would like to thank Brett Hedger from the City of Port Phillip for continuing to guide and support our sustainability journey. Exploring and researching the concept of the environment as a third teacher will be one of my EL goals in 2019.

#### Incursions and Excursions

We also enjoyed a range of incursions and excursions in addition to our regular walking tours throughout the year including:

- Eat 4 Life with Nutritionist Lisa Minton
- Bunjil's Bilik with Jaeden Williams
- The Bones Show for Kids
- Norm the Toy Man
- Royal Botanic Gardens of Melbourne
- Wild Action - The Zoo Comes to You
- Responsible Pet Education
- The Flying Bookworms
- Katrina from One Song Drumming
- Collingwood Children's Farm

Our incursions and excursions support our goals for Program, our interaction with the community, connectedness with nature, and our creativity, physical activity and wellbeing. In 2018 we learned about spirituality, indigenous culture, the human body, healthy eating, the value of working with and respecting others, and respect for the environment. We created an atmosphere where children could experience a different approach to 'making' and 'creating'. We explored pictorial representation in the environment and symbols in general. We explored 'traffic signs' and incorporated road safety into our walking tours. We supported this through art, books and songs.

#### In Reflection

Finally, I want to acknowledge and celebrate our progress and achievements this year, but most importantly, our extraordinary accomplishment of being rated 'Exceeding' in all areas of the NQS. As a new member of this community who has had an opportunity to see and explore with fresh eyes, I have always had confidence in our practice in all areas of the assessment themes.

I would like to acknowledge and congratulate the children on their achievements this year and the staff for their commitment and work they do educating and caring for children. Last but not least, I would like to sincerely thank all the families and the outgoing Committee of Management for their time, enthusiasm and effort supporting the Kindergarten. Thank you.

---

*"Our environment is an invitation to learn and be curious through open-ended play experiences that support all children to progress and succeed."*

---

## Staff Leadership Reports

### Our Wellbeing & Cultural Officer | Cynthia Salim

My name is Cynthia and I am the Wellbeing & Cultural Officer at the Kindergarten and Teacher of the W Groups.

My key goals in this area of leadership include continuously strengthening our partnership and connection with local indigenous culture by inviting Jaeden from the Boonwurrung to visit us regularly throughout the year to support our learning.

#### Our Partnership with the Boonwurrung

Jaeden from the Boonwurrung first came to Kinder for our Celebration of Culture, Light and Life in October 2017. Since that time, Jaeden has visited us every Term to strengthen our Program and connection to the land. We have heard stories of his ancestors, learnt the Boonwurrung language and culture, and incorporated an Acknowledgement of Country into our routines across all groups that has been written by Jaeden especially for the children. A highlight of 2018 has been the planting of a bush tucker area in the community garden at Kinder. This was undertaken by Jaeden with the children and was recognised as part of our outstanding environmental practice in the 2018 Premier's Sustainability Awards.

#### 2018 ECA Barbara Creaser Award

The development of a partnership with the Boonwurrung also contributed to one of the highlights of my year - winning the 2018 Early Childhood Australia Barbara Creaser Award. This Award recognised my commitment to advocating for children's rights and building community partnerships that improve outcomes for all children. The award was presented on the final day of the Early Childhood Australia national conference held in Sydney. On the first day of the conference, I was invited to Admiralty House for morning tea with the Governor General. It was all very exciting!

#### Our Wellbeing & Cultural Goals in 2019

In 2019 we will continue to strengthen our partnership with the Boonwurrung and even extend our connection by having Yarn Strong Sista deliver a Kindergarten incursion to our 4-year-old Kangaroos and Wombats groups. We will continuously work together with our community in many ways to keep our promise to Bunjil to take care of the bubups (children) and the land.

#### Celebration

Celebration is one of the Kindergarten's core values and I would like to sincerely thank families for sharing with us the things they like to celebrate. It was been wonderful to engage in conversation with the children about how they would like to celebrate events that are special to them. As the children lead this process, we expect each celebration to be unique. As such, this reflects that each child is unique in their way of understanding the world and their place in it, and that their thoughts and opinions are valued.

I would like to sincerely thank the families who attended our Celebration of Culture, Light and Life at Kinder earlier this Term and our end of year celebration in St Vincent Gardens.

Thank you all for your support in 2018 and best wishes for a happy 2019 ahead.




---

*"This reflects that each child is unique in their way of understanding the world and their place in it, and that their thoughts and opinions are valued."*

---



Cynthia  
Aged 4



## Staff Leadership Reports

### Our Latest Addition to the Team | Kristy Lancaster




---

*“Creating an environment of harmony, equality and creativity that embraces the learning of all children is my utmost goal.”*

---



*Kristy  
Aged 4*

My name is Kristy and I recently joined the team at Albert Park Preschool in September 2018 as Educator of the K Groups.

My role at the Kindergarten involves supporting the delivery of quality program and practice. My personal teaching philosophy is strongly influenced by the Reggio Emilia Approach. I come from a Reggio background and have experience working with children aged 0 - 5.

I place a strong focus on cultural diversity and acceptance. I feel that embracing new cultures is a wonderful way to explore our global community, allowing all children to feel empowered as members of our world. I am dedicated to protecting our environment and am an advocate for the St Kilda Beach Patrol.

Since starting my role at Kinder, I have enjoyed sharing my love of learning by teaching through music across the groups. The highlights of my time here include performing alongside the children at the official opening of the “From Nature” exhibition at Gasworks Arts Park and attending the 2018 Premier’s Sustainability Awards. These events left me feeling excited to be part of the team at Albert Park Kinder and inspired to contribute to our sustainability goal of becoming the first officially accredited Carbon Neutral Kindergarten in Australia.

My key goals this year have been building positive, meaningful relationships with children and developing partnerships with families and local community.

Curiosity is a core value of mine and I enjoy exploring new things with the children through art, nature, books and music. Lifelong learning is another core value - I believe we are always learning. For my own professional development I recently embarked on the journey to continue my tertiary studies and am currently undertaking my Diploma of Early Childhood Education part time.

Interacting with children and families from a place of compassion, loving kindness and patience is important to me. Creating an environment of harmony, equality and creativity that embraces the learning of all children is my utmost goal.

I look forward to a positive year ahead!

## Our Ongoing Learning

At Albert Park Preschool we believe in supporting children to develop a lifelong love of learning. As part of this philosophy we recognise that we are all still learning. Supporting staff to continue to learn is an important part of what we do. Our staff have undertaken a range of professional development opportunities throughout 2018 and we would like to thank the following organisations and providers for training provided:

### ASSOCIATION OF GRADUATES IN EARLY CHILDHOOD STUDIES

- Reconciliation Pedagogies in Early Childhood

### EARLY CHILDHOOD AUSTRALIA (ECA)

- Ethics in Action
- Early Childhood Australia National Conference (Sydney NSW)

### EARLY LEARNING ASSOCIATION AUSTRALIA (ELAA)

- Together We Grow Early Childhood Conference (Melb VIC)
- Documentation: Quality vs Quantity
- Introduction to Autism & Positive Behaviour Support

### GOWRIE

- Guiding Children's Behaviour

### HEALTH & SAFETY TRAINING

- HLTAID004 Provide an emergency first aid response in an education and care setting
- MHFA - Mental Health First Aid

### JO LANGE EDUCATION & TRAINING

- Bringing Out The Best In Our Children

### MONASH UNIVERSITY

- Creating Positive Educational Settings for Children with Disability

### REGGIO EMILIA AUSTRALIA

- Strengthening understanding of the Reggio Emilia Approach

### SEEDLINGS

- Early Years War on Waste

### THINK ORGANISE DO

- What's Behind the Behaviour?

### VICTORIAN GOVERNMENT

- Healthy Together Achievement Program Victoria
- Becoming a Mentoring Teacher
- DET: Emergency Management & Response
- Child Safety: Mandatory Reporting & Other Obligations for Early Childhood



## Our Commitment | to our friends in Balibo

Albert Park Kindergarten is a proud supporter of the Balibo Five Kindergarten in East Timor.

### About the Balibo 5

In 1975, five journalists from Australia were sent to East Timor to cover reports of the threat of Indonesian invasion. They were stationed in a house in Balibo. One of the journalists, Greg Shackleton, painted an Australian flag on the building thinking it would protect them in the event of any possible attack. This was not the case and they were murdered by Indonesian forces on 16 October 1975. Greg Shackleton was a local Albert Park resident and a plaque honouring his memory is located in St Vincent Gardens.

### About Balibo House

The Balibo Trust, formed by the Victorian Government, purchased the house where the journalists were killed in 2002 and converted it to a learning centre for the local people. The Balibo Five Kindergarten, so-named by the local community in memory of the events of 1975, operates from Balibo House.

### Advancing childhood education

Timor-Leste has the fastest growing population in Asia, and the fastest rate of growth outside sub-Saharan Africa. This rapid growth in the number of young Timorese – 43% of the population is under the age of 14 – highlights the importance of robust and effective childhood education.

Prior to 2012, the Kindergarten in Balibo was too small for the number of children it served, had poor sanitation and suffered from incursions of livestock and vehicles. In response to these challenges, the Trust – in conjunction with Rotary clubs in Australia and Timor-Leste – set out to address the problem. The program of works included:

1. doubling the size of the kindergarten to accommodate 60 students
2. repairing the old building
3. building a playground and secure fencing
4. providing new books, toys and learning materials
5. building new, secure toilets for teachers and students
6. funding the employment and training of two new kindergarten assistant teachers

The refurbishment and extension of the kindergarten is making a substantial difference to the lives of the Balibo community as they work to overcome poverty and build a new future of peace and prosperity. Our dress up days held at the end of every term raise awareness and celebrate the Timor-Leste as one of our closest neighbours. The funds we raised by way of gold coin donation continue to make a significant impact in the lives of the children and families of Balibo.

Source: [www.balibohouse.com](http://www.balibohouse.com)





## Our Key Partners in 2018

### Bunjil's Biik | Jaeden Williams

Jaeden Williams is a proud descendant of the Yalukit Willam clan from the Boonwurrung Language Group, the traditional custodians of Melbourne and its great southern bays. Boonwurrung's ancestral lands reach from the Weribee River up to Wilsons Promontory.

One of the Kindergarten's goals during the past three years has been to strengthen our connection with the traditional owners of the land on which the Kindergarten is located. Throughout 2018 Jaeden visited Kinder regularly to support both staff and children to learn about local indigenous culture. In July we were successful in obtaining a grant from City of Port Phillip to fund Jaeden's planting of the bush tucker community garden with the children.

We value our shared promise with the Boonwurrung to care for the children and the land and wish to sincerely thank Jaeden for his support during 2018.



### Arts Wellbeing Collective | Tracy Margieson

Tracy Margieson is Project Manager of the Arts Wellbeing Collective at Arts Centre Melbourne and is a qualified Mental Health First Aid instructor.

In March 2017, Tracy attended a WorkSafe Victoria Leading Well presentation that featured the Kindergarten's "wellbeing for all" journey. Having heard Jenny's presentation on behalf of the Kinder at this event, Tracy arranged for Jenny to speak at the Arts Centre Wellbeing Collective. They continue to maintain contact to share practice around their shared passion of supporting health and wellbeing.

We would like to thank Tracy and the Arts Wellbeing Collective for providing our staff with Mental Health First Aid training in 2018. As a result of this training we achieved our goal to become officially accredited as a Gold level workplace under the MHFA initiative. Thank you Tracy!



### Balibo Trust | John Milkins

John Milkins is a member of the Balibo Trust and the son of New Zealand cameraman Gary Cunningham who was one of the five men murdered at Balibó on 16 October 1975.

We are very grateful to John for visiting Kinder in 2018 to meet with the staff and children. John's visit strengthened our connection with the Balibo Five Kindergarten by sharing stories and pictures of his most recent trip to East Timor with his family. We learned from John what a typical day at Balibo Five Kindergarten is like and how the funds raised by Albert Park Preschool have contributed to supporting the local community.

Community resilience is John's passion and he works as an Environmental Sustainability Coordinator at Banyule City Council. We look forward to continuing to strengthen our partnership with John and Balibo Trust in 2019.



## Thank you to our Community Supporters

A sincere thank you to our many supporters throughout 2018.

The following local traders and organisations have made a significant contribution to the success of our Kindergarten by donating goods and services to use either at Kinder for the benefit of our program & practice, or in our fundraising efforts.

<b>Albert Park Driving Range</b>	<b>Gum Tree Good Foods</b>
<b>Albert Park Library</b>	<b>Hagen's Organics</b>
<b>Albert Park Primary School</b>	<b>Healthy Together Victoria Achievement Program</b>
<b>Andrews Hamburgers</b>	<b>Hon Member for Albert Park Mr Martin Foley</b>
<b>Art Conservation Framers</b>	<b>Husk</b>
<b>Arts Centre Wellbeing Collective</b>	<b>Jo Lange</b>
<b>Basilico</b>	<b>JB Hi Fi</b>
<b>Bay Street Dental</b>	<b>Leading Well Victoria</b>
<b>Bell's Hotel</b>	<b>LNDR</b>
<b>Benjamin's Patisserie Bakery</b>	<b>Messy Me</b>
<b>Bisbas Hardware</b>	<b>Miss Brow Bar</b>
<b>Boonwurrung Foundation</b>	<b>Miss Nail Bar</b>
<b>Brumbys Albert Park</b>	<b>Moses and Co</b>
<b>Bunnings</b>	<b>Mt Buff Wines</b>
<b>Cayzer Real Estate</b>	<b>Passion Foods</b>
<b>City of Port Phillip</b>	<b>Pickadeli</b>
<b>Coles Port Melbourne</b>	<b>Play Central</b>
<b>Coles South Melbourne</b>	<b>Rawsome Canines</b>
<b>Cravens Pharmacy</b>	<b>Reggio Emilia Australia</b>
<b>Create tBt</b>	<b>Scotchmans Hill</b>
<b>Debbie Thomson Graphic Design</b>	<b>{SIMPLE as that}</b>
<b>De Bortoli</b>	<b>SkinPERFECT</b>
<b>Early Learning Association Australia</b>	<b>Snap South Melbourne</b>
<b>EdSmart</b>	<b>Sow 'n Sow</b>
<b>Emerald Deli</b>	<b>Spin South Melbourne</b>
<b>Expressions</b>	<b>Spotlight</b>
<b>Field Barns &amp; Co</b>	<b>Sustainability Victoria</b>
<b>Fishermen's Bend Gymnastics</b>	<b>The Super Cool</b>
<b>Foxy Vixen</b>	<b>Triple M</b>
<b>Frankie's Story</b>	<b>The Avenue Bookstore</b>
<b>Fruits on Coventry</b>	<b>The Jack &amp; Ollie Store</b>
<b>Galilee Primary School</b>	<b>The Pagoda Tree</b>
<b>Garden of Eden Nursery</b>	<b>The Village Grocer (Middle Park IGA)</b>
<b>Gasworks Arts Park</b>	<b>Toyworld Docklands</b>
<b>Gorman</b>	<b>Village Cinemas</b>
<b>Guardian Pharmacy</b>	<b>Woolworths South Melbourne</b>